

Brevard Academy- A Challenge Foundation Academy (BA-CFA) recognizes the importance of rewarding dedication and outstanding work of our teachers and staff. This policy clarifies how we calculate bonus amounts. Bonus compensation levels are based on the degree to which BA-CFA and our teachers/staff meet our goals. Eligibility for the teacher/staff bonus will be noted in the employee's annual contract. Bonus eligibility is dependent on completion of contract fulfillment.

The Board of Directors determines the eligible individual bonus amount annually within the annual budget. The School Director will communicate to the staff at the beginning of the eligible school year. The bonus compensation has 3 components that will carry equal monetary weight: (1) Individual Performance Bonus (IP Bonus), (2) Team/Grade Level Bonus (TGL Bonus), and (3) Overall School Bonus (OS Bonus).

Individual Performance

This component of the bonus serves to reward every eligible teacher and staff member on personal success in meeting specific goals during that school year.

- 50% attendance—40 hours of PTO (Personal Time Off) remaining.
- 50% Supervisor evaluation, rated out at accomplished or exceeds expectations in 80% of the standards on end of year evaluation.

Team/Grade Level

This fosters a culture of collaboration that is essential to the growth-oriented teacher/staff development culture that is intrinsic to the strategic plan of BA-CFA.

- 50%—90% positive responses on parent survey.
- 50%—Evidence of collaboration and teamwork within grade or team towards student achievement.

Overall School

This component focuses on whole school growth.

- 50%—Above and Beyond—12 documented opportunities in at least 2 categories.
- 50% - Significant progress or completion of 90% of school improvement plan goals

A note about the payment of bonuses: Bonuses are paid at the end of each school year for the current school year immediately following the year in which the bonuses are earned.

Examples:

The table below calculates the sample bonus pay for a hypothetical Teacher X with total eligible annual amount \$1,500 **hitting all markers** :

IP Bonus (\$500) (Individual Performance)	TGL Bonus (\$500) (Team/Grade Level)	OS Bonus (\$500) (Overall School)	Total Bonus (\$1,500)
<i>Attendance:</i> \$250.00	<i>Survey:</i> \$250.00	<i>Above & Beyond:</i> \$250.00	
<i>Evaluation:</i> \$250.00	<i>Collaboration:</i> \$250.00	<i>School Improvement:</i> \$250.00	
Total: \$500.00	Total: \$500.00	Total: \$500.00	\$1,500

The table below calculates the sample bonus pay for a hypothetical Teacher Y with total eligible annual amount \$1,500 **not hitting all markers** :

IP Bonus (\$500) (Individual Performance)	TGL Bonus (\$500) (Team/Grade Level)	OS Bonus (\$500) (Overall School)	Total Bonus (\$1,500)
<i>Attendance:</i> \$250.00	<i>Survey:</i> \$0.00	<i>Above & Beyond:</i> \$250.00	
<i>Evaluation:</i> \$250.00	<i>Collaboration:</i> \$250.00	<i>School Improvement:</i> \$0.00	
Total: \$500.00	Total: \$250.00	Total: \$250.00	\$1,000